

FY 77 APP OVERVIEW

The FY 77 Annual Personnel Plan is a slightly modified version of last year's Plan. While completing the charts in this year's Plan it must be remembered that all FY 76 figures will include the 15 month period from 1 July 1975 to 30 September 1976. It must also be remembered that on-duty strength figures include all full-time permanent employees. The following charts have been dropped from the FY 77 APP: "Security Violations," "QSI's," "Suggestion and Incentive Awards," and "Honor and Merit Awards." In addition to the charts dropped completely, several charts have been modified and reduced in coverage. All "Single Ceiling" lines have, of course, been eliminated. The "internal" section of "Planned Personnel Gains" has been modified to differentiate between gains to the Subgroup and gains to the Career Service. To balance this Planned Gains chart we have included an estimated losses chart. The "Professional Gains" chart has been reduced from 5 to 3 major reporting columns. PDP figures for Rotational Assignments into Subgroups and Career Services have been eliminated. "Man years" on the PRA report have been eliminated. The Training report has been modified to have a single column each, rather than three, for reporting "other" OTR, "Component Conducted" and External" training. Both the "Fitness Report" and "Separations" charts are designed to accept a "Xerox" copy of a computer listing.

We have added one chart, "Professionals and Technicals - Counseling Cases." This chart is designed to focus on employees ranked in the lower percentiles of ranking and evaluation exercises. The employees to be included in the report are those whose level of performance creates problems. As an example, the individual who is ranked in the sub-standard category of the ranking criteria.

Again this year space has been provided for PDP figures where appropriate. With the PDP having already been completed, these figures should be readily available. By correlating the APP and the PDP, we continue to emphasize that personnel management is a total package and not a group of unrelated programs and objectives.

The Career Service's FY 77 APPs are to be completed and submitted to the Director of Personnel by Friday, 12 November 1976. The report for the Career Service should be submitted in original and one copy, with one clean copy for each Subgroup concerned.

Aids and instructions on preparation of the FY 77 APP are attached.

The following are statistics concerning the FY 77 APP:

The FY 77 APP has 27% fewer spaces to be completed than did the FY 76 APP. Of the total spaces in the FY 77 APP, approximately:

28% are direct transfers from other APP lines -
FY 76 or FY 77.

27% are taken from improved computer listings.

7% are a result of adding no more than three
numbers.

4% are PDP related numbers.

34% represent planning and/or computations.

100%

30% of this APP can be completed prior to receiving
any computer listing.